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TOWN OF SHARON MASSACHUSETTS



SPECIAL WARRANT

With Report And Recommendations
Of The
Warrant Committee

SPECIAL TOWN MEETING

Monday, Dec. 10, 1979

8:00 P.M.

MEETING AT HIGH SCHOOL, POND STREET
PLEASE BRING THIS REPORT TO MEETING

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COMMONWEALTH OF MASSACHUSETTS

Norfolk, ss.

To either Constable of the Town of Sharon, Greeting:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of the Town of Sharon qualified to vote in elections and Town affairs, to meet in the High School Auditorium on Pond Street in said Sharon on Monday, the 10th day of December, A.D. 1979, at 8:00 P.M., and there to act on the following articles:

ARTICLE 1. To see if the Town will vote to raise and appropriate, or transfer from available funds, a sum of money for the Personnel Board to engage an outside personnel consulting organization to conduct a personnel study of the departments and jobs governed by the Personnel Compensation By-Law, and to exempt from the provisions of St. 1979, C. 151, s. 12A, so much of the appropriation as is transferred hereby from available funds, or act in any way relating thereto.

Personnel Board

Warrant Committee Recommendation

The Warrant Committee recommends adoption of this article and the transfer of \$15,000. from available funds to accomplish the outside personnel study. The most recent study was completed in 1969 and included only department head categories. The Personnel By-Law Annual Review states: "The Personnel Board shall review or cause to be reviewed each year at least one-third of the descriptions of classified jobs or positions, so that all are reviewed during each three years so that descriptions may be kept current".

The study will analyze and evaluate 40 different job descriptions of 140 employees including the executive category. The study will review by-laws, job descriptions and compensation levels and compare such levels to other towns and private industry.

Prompt implementation and completion, as well as the unbiased nature of an outside study, would be most beneficial to the Town and its employees.

Upon completion of the study, the Personnel Board will update the review of all positions every three years.

Vote 6-5-0

Minority Report

Although it is felt the study recommended by the Personnel Board deserves merit, there is disagreement with the way in which the

agency was selected and its qualifications based on reviewing its referrals. Although it may be more costly, other outside professional agencies should be contacted and allowed to bid on this expenditure. It is also felt the Personnel Board is capable of reviewing the forty different job descriptions without such outside help, even though over a longer time period.

ARTICLE 2. To see if the Town will vote:

1. To authorize the Town Buildings Committee to contract for additional architectural and engineering services necessary to prepare final construction plans and specifications, and to receive construction contract bids for the following projects:

- a. The reconstruction, remodeling and making extraordinary repairs to the existing police and fire stations to convert their use into a single fire station;
- b. The construction of a new police station on the Department of Public Works site;
- c. The construction of new administration, personnel, and vehicle maintenance buildings for the Department of Public Works on the existing site, and the remodeling, reconstruction, and extraordinary repairs of the existing building and garage for use as a materials center;
- d. The total cost of the three projects not to exceed \$1,500,000.;

2. To raise and appropriate the sum of \$75,000. for the cost of additional architectural and engineering services for the above projects and for the expenses of the Committee, and determine whether the money shall be provided for by taxation, by transfer from available funds, by borrowing, or by a combination thereof, and to exempt from the provisions of St. 1979, C. 151, s. 12A, so much of the appropriation as is transferred hereby from available funds;

3. To authorize the Selectmen, on behalf of the Town, to apply for, contract for, and expend any grants or financial assistance which may be available from either or both federal and state departments or agencies for each of said purposes, or act in any way relating thereto.

Town Buildings Committee

Warrant Committee Recommendation

Since 1972, various committees have studied the problem of inadequate facilities for the Police, Fire and Public Works Departments. At the June 19, 1978 Special Town Meeting, the Warrant Committee accepted the need for additional space, but recommended a reduced building program to serve the town's needs. The December 5, 1978 Special Town Meeting established a Town Buildings Committee in order to proceed with a program to alleviate critical needs at a cost not to exceed \$1.5 million.

The Town Buildings Committee has reported that it concurs in the

need for expansion of these facilities and is now prepared to proceed with architectural and engineering plans so that construction can begin in early summer, 1980.

The Warrant Committee unanimously agrees that this project should proceed with the most cost-effective solution as recommended by the Town Buildings Committee at a project cost not to exceed \$1.5 million. Accordingly, the Warrant Committee recommends appropriation of \$75,000. for the cost of architectural and engineering services and committee expenses with such monies to be provided by transfer from available funds.

Vote 9-0-1

ARTICLE 3. To see if the Town will vote:

1. To authorize the Town Buildings Committee to contract for additional architectural and engineering services necessary during the construction phase, and to contract for the following projects:

- a. The remodeling, reconstruction and making extraordinary repairs to the existing police and fire stations to convert their use into a single fire station, including any necessary furnishings and minor equipment;
- b. The construction of a new police station on the Department of Public Works site, including any necessary furnishings and minor equipment, and telephone, alarm and radio equipment relocation;
- c. The construction of new administration, personnel, and vehicle maintenance buildings for the Department of Public Works on the existing site, and to the extent financially possible, the remodeling, reconstruction, and making extraordinary repairs to the existing building and garage for use as a materials center, including any necessary furnishings and minor equipment, and telephone, alarm, telemetering and radio equipment relocation;
- d. The total cost of the three projects not to exceed \$1,500,000.;

2. To raise and appropriate the sum of \$1,425,000. for the cost of additional architectural and engineering services, the construction of the above projects, for the expenses of the Committee, and determine whether the money shall be provided for by taxation, by transfer from available funds, by borrowing, or a combination thereof, and to exempt from the provisions of St. 1979, C. 151, s. 12A, so much of the appropriation as is transferred hereby from available funds.

3. To authorize the Selectmen, on behalf of the Town, to apply for, contract for, and expend any grants or financial assistance which may be available from either or both federal and state departments or agencies, for each of said purposes, or to act in any way relating thereto.

Town Buildings Committee

Warrant Committee Recommendation

The Warrant Committee recommendation is the same as outlined under Article 2. Accordingly, we recommend appropriation of \$1,425,000. for architectural and engineering services, project construction costs and committee expenses, with such monies to be provided by borrowing. The average principal and interest payments on such borrowing would equal approximately \$.86 on Sharon's tax rate (\$1.22 the first year declining thereafter over twenty years).

Vote 9-0-1

ARTICLE 4. To see if the Town will vote to authorize the Sharon Public Library Addition Committee to enter into a contract or contracts for additions and alterations to, and furnishings for, the Sharon Public Library, to raise and appropriate a sum of money for such purposes, and for additional architectural, engineering, and miscellaneous expenses incurred, and to determine whether the money shall be provided for by taxation, by transfer from available funds, by borrowing, or by a combination thereof, and to exempt from the provisions of St. 1979, C.151, s.12A so much of the appropriation as is transferred hereby from available funds, or act in any way relating thereto.

Public Library Addition Committee

Warrant Committee Recommendation

At the December 5, 1978 Special Town Meeting, the Library Addition Committee was instructed to look at an addition to the library at the present library site at a cost not to exceed \$780,000. (including architectural and engineering costs, construction costs and committee expenses). After much time and effort spent in trying to meet this dollar ceiling, the Library Addition Committee has presented a plan which it feels is the best possible plan for this site while staying close to the limit imposed. While final project cost figures are not available as of this writing, it is anticipated that the total project cost will not exceed \$824,000.

The proposed plan will add 5,400 square feet of space onto the present 7,300 square feet, as well as provide for renovation to the existing library space. The additional space will allow for sufficient additional stack areas to meet the library's needs for the next 10 to 15 years.

Due to the demonstrated need for additional library space and the design limitations given the present library site, the Warrant Committee recommends acceptance of this article provided the total project cost does not exceed \$824,000. with such funds provided by borrowing. The average principal and interest payments on such borrowing will impact the tax rate by approximately \$.49 (\$.72 the first year declining thereafter over twenty years).

Vote 5-3-2

Minority Report

As of this writing, the construction cost bids for the library project are not known. It is felt the Town would be better served if

the Warrant Committee did not make its recommendation until after the bids have been opened.

ARTICLE 5. To see if the Town will vote to raise and appropriate a sum of money to be added to present funds of the Sharon Public Library Addition Committee, said funds to be expended for architectural, engineering and miscellaneous expenses incurred in preparing plans, specifications, and bidding documents for additions and alterations to, and furnishings for, the Sharon Public Library, and to determine whether the money shall be provided for by taxation, by transfer from available funds, by borrowing, or by a combination thereof, and to exempt from the provisions of St. 1979, C. 151, s.12A, so much of the appropriation as is transferred hereby from available funds, or act in any way relating thereto.

Public Library Addition Committee

Warrant Committee Recommendation

This article is to allow the Library Addition Committee to pay the amount owing for architect fees already incurred if the library expansion program under Article 4 is not approved. The Town has previously authorized \$80,000. in architectural fees and committee expenses. Any fees incurred by the architect over and above what has been authorized by the Town are "at risk" if the program is not implemented

The Warrant Committee recommends indefinite postponement of this article. The anticipated receipt of additional fees are a business risk predicated upon successful completion of the program. We should not indemnify such risk.

Vote 8-2-0

ARTICLE 6. To see if the Town will vote to transfer from available funds a sum of money for the School Committee for energy and special education, and to exempt from the provisions of St. 1979, C. 151, c. 12A, so much of the appropriation as is transferred hereby from available funds, or act in any way relating thereto.

School Committee

Warrant Committee Recommendation

Over the past few years, the School Committee has taken steps to reduce energy costs with the result that fuel consumption has been reduced by over twenty per cent since the 1967-77 school year. Even though such energy conservation measures as the installation of a heat recovery system in the high school and lowering of temperatures throughout the system have reduced consumption, the cost of fuel continues to escalate. This year fuel costs are expected to increase at least seventy per cent from 42.3¢ per gallon to 72.2¢ per gallon, or an additional \$92,000. Further, due to fuel escalation charges, the electricity budget is expected to show a deficit of \$31,000. As a result of a fuel escalator clause in school bus contracts, a deficit is expected in the transportation budget of \$9,600. Total anticipated energy deficits are \$132,000. this school year.

Special Education Programs, which are available to all special needs children under federal and state mandates, are expected to cost more than the amount budgeted by \$72,800. This overrun is primarily due to unanticipated costs for outside placement services and retroactive rate increases imposed by the State Rate Setting Commission.

The aggregate deficit amounts to \$205,400. The School Committee, through increased energy conservation and cost cutting in non-instructional areas is able to reduce this amount by \$55,400., resulting in a net appropriation request of \$150,000.

The Warrant Committee is satisfied that the School Committee is taking all possible measures to continue conservation efforts and that the amounts requested above are beyond its direct control. Therefore, we recommend the transfer of \$150,000. from available funds to cover unforeseen energy and special education costs.

Vote 9-0-1

ARTICLE 7. To see if the Town will vote to appropriate, by transferring from available funds, a sum of money for the operating budget of the High Street School building, and to exempt from the provisions of St. 1979, C. 151, s. 12A, so much of the appropriation as is transferred hereby from available funds, said sum to supplement the appropriation of \$3,650. voted under Article 5 of the 1979 Annual Town Meeting for the operating budget of the High Street School building, or act in any way relating thereto.

Board of Selectmen

Warrant Committee Recommendation

At the April 9, 1979 Annual Town Meeting, the High Street building budget was funded, upon recommendation by the Warrant Committee, at \$3,650., or 50% of the anticipated twelve month appropriation. This action was taken and approved by Town Meeting to allow Sharon Operation Serve (S.O.S.) and the other tenants of the building sufficient time to find other space.

It now appears that the major tenant of the building, New England Alcohol Education Institute, Inc., will agree to increase its rent to help defray the costs of maintaining this building. Further, S.O.S. has agreed to seek formal support for its space at the April, 1980, Annual Town Meeting (or pay rental to the Town if such support is not forthcoming).

With the understanding that the tenants of this building will pay a sufficient rental to cover the building's costs or that the Selectmen will seek formal Town support at the next Annual Town Meeting for those costs not covered by rental income, the Warrant Committee recommends appropriation of \$3,650. to fund the High Street building budget for the balance of this fiscal year. Such funds are to be made available from a transfer from available funds.

Vote 9-0-1

ARTICLE 8. To see if the Town will vote to appropriate, by transferring from available funds, a sum of money to demolish the High Street School building, and to exempt from the provisions of St. 1979, C. 151, s. 12A, so much of the appropriation as is transferred hereby from available funds, or act in any way relating thereto.

Board of Selectmen

Warrant Committee Recommendation

Recommend indefinite postponement. See recommendation made under Article 7 above.

Vote 8-1-1

ARTICLE 9. To see if the Town will vote to accept the provisions of Section 8G of Chapter 40 of the General Laws, thereby authorizing agreements to be entered into with other cities and towns to provide mutual aid programs for police departments to increase the capacity of police departments to protect lives, safety, and property of the people in the areas designated in the agreements, or act in any way relating thereto.

Board of Selectmen

Warrant Committee Recommendation

The Warrant Committee recommends adoption of this article which provides for formalization of a presently informal mutual aid program with neighboring towns to provide back-up police protection. The specific incidents outlined under the Mutual Aid Agreement will be defined in detail by the Board of Selectmen.

Vote 10-0-0

And you are directed to serve this Warrant by posting attested copies of same in accordance with the Town By-Laws.

Hereof fail not, and make due return of this Warrant with your doings thereon at the time and place of meeting aforesaid.

Given under our hands this first day of November, A.A. 1979.

ADOLF W. ARNOLD, Chairman

NORMAN KATZ

COLLEEN M. TUCK

BOARD OF SELECTMEN

SHARON, MASSACHUSETTS

Attest: ALBERT R. HORAN, Constable
Sharon, Massachusetts
November 1, 1979

WARRANT COMMITTEE

LELAND B. GOLDBERG, CHAIRMAN

Patricia Zlotin, Vice-Chairman

Charles Bennett

Ellen Betterman

Daniel Bubly

Michael Cook

Sydney W. Falk

Ralph Hall

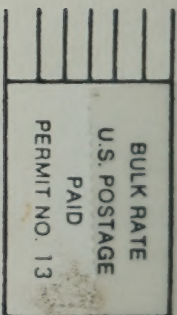
Elizabeth McKinnon

Jeffrey Meropol

Charles A. Reingold

Robert N. Zuckerman

Sharon, Massachusetts 02067



HOUSEHOLD OF
BAILEY GEORGE B
74 GLENDALE ROAD
SHARON MA 02067